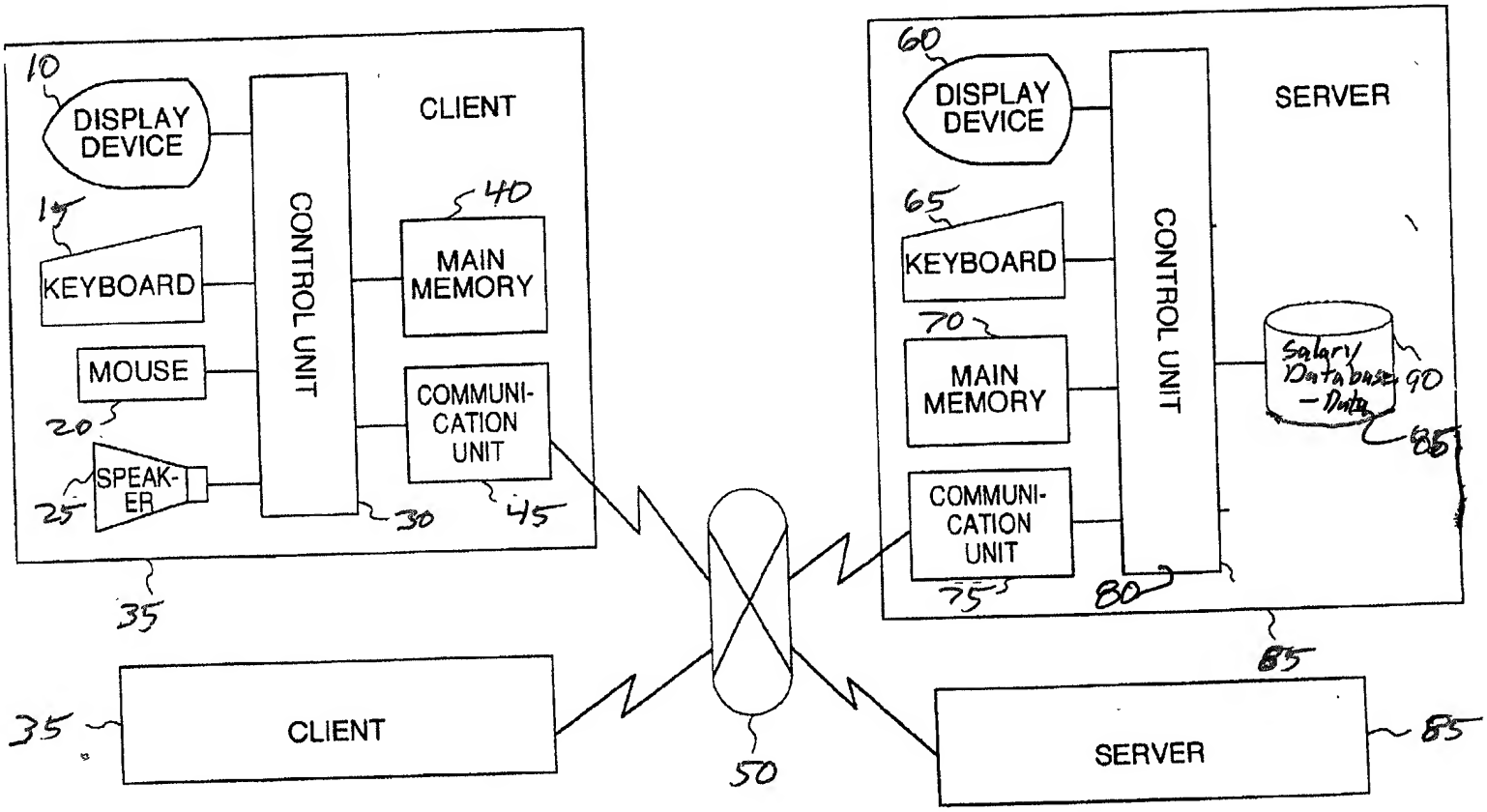
FIG.1


10
DISPLAY DEVICE
CLIENT
15
KEYBOARD
MOUSE
20
SPEAK-ER
25
CONTROL UNIT
30
40
MAIN MEMORY
COMMUNI-CATION UNIT
45
35
60
DISPLAY DEVICE
SERVER
65
KEYBOARD
70
MAIN MEMORY
COMMUNI-CATION UNIT
75
CONTROL UNIT
80
Salary/ Database Data
90
85
85
35
CLIENT
50
SERVER
85

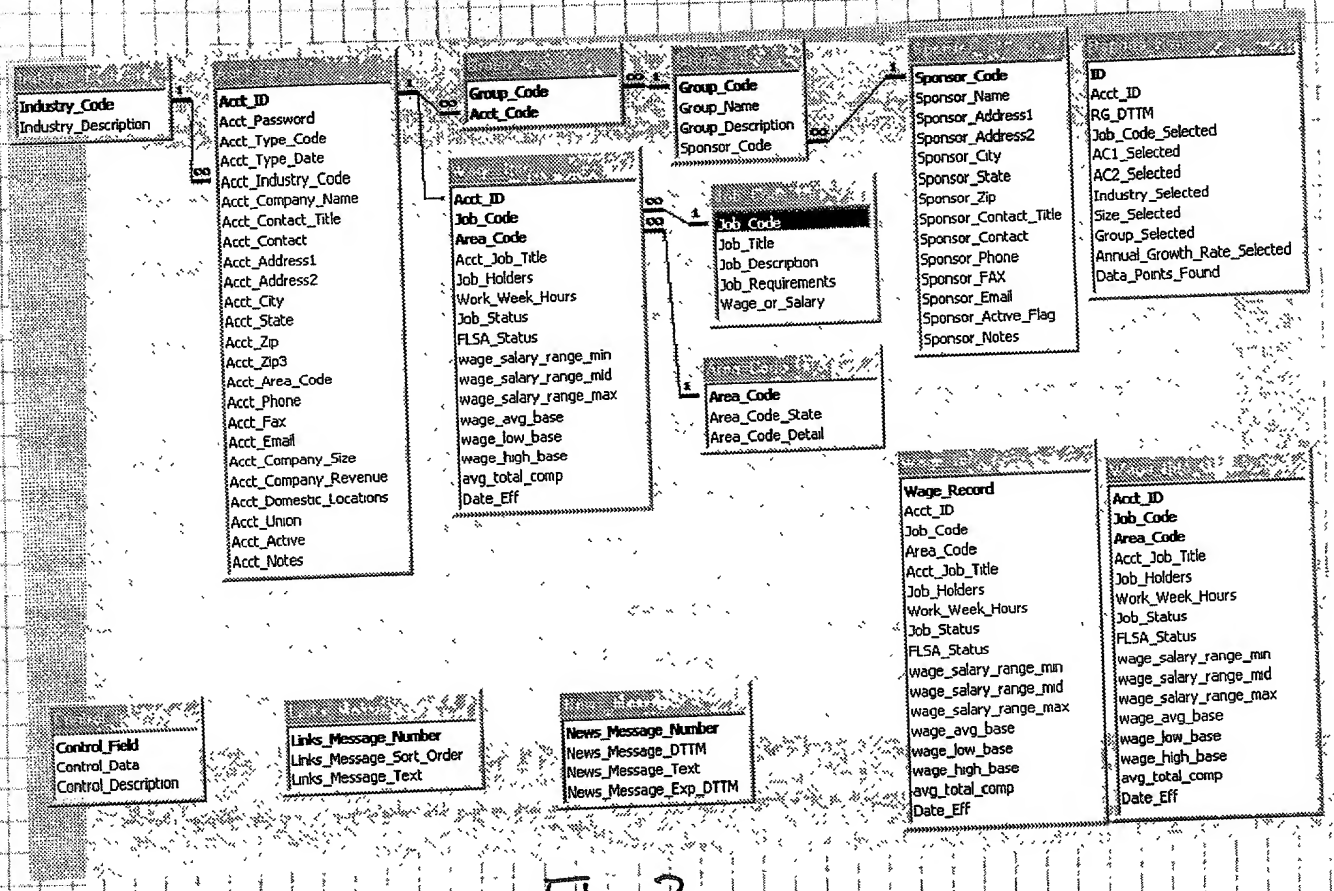



Fig 2

| Name | Type | Size | Description |
|---|---|---|---|
| Area_Code | Text | 3 | Area Code |
| Area_Code_State | Text | 2 | State where this area code is used |
| Area_Code_Detail | Text | 100 | Local area within state where this area code is used |

Fig 4

| Name | Type | Size | Description |
|---|---|---|---|
| Control_Field | Text | 30 | Area within application which can be controlled by setting the Control_Data field during setup (administrative function) |
| Control_Data | Text | 50 | Data entry which controls how the application behaves |
| Control_Description | Text | 255 | A description of the area controlled by the setting |

Fig 5

| Name | Type | Size | Description |
|---|---|---|---|
| Acct_ID | Text | 20 | Customer Account ID |
| Acct_Password | Text | 20 | Customer Password |
| Acct_Type_Code | Text | 1 | Type of Account Code --> 'C'=Contributor 'S'=Subscriber 'A' Administrator |
| Acct_Type_Date | Date/Time | 8 | Expiration Date For This Account |
| Acct_Industry_Code | Text | 10 | Industry Code |
| Acct_Company_Name | Text | 50 | Company Name |
| Acct_Contact_Title | Text | 50 | Account Contact Title |
| Acct_Contact | Text | 50 | Account Contact Name |
| Acct_Address1 | Text | 50 | Account Address 1 |
| Acct_Address2 | Text | 50 | Account Address 2 |
| Acct_City | Text | 50 | Account City |
| Acct_State | Text | 2 | Account State |
| Acct_Zip | Text | 10 | Account Zip |
| Acct_Zip3 | Text | 3 | First 3 characters of Default Zip |
| Acct_Area_Code | Text | 3 | Account Default Area Code |
| Acct_Phone | Text | 20 | Account Contact Phone Number |
| Acct_Fax | Text | 20 | Account Contact FAX Number |
| Acct_Email | Text | 50 | Account Contact E-Mail Address |
| Acct_Company_Size | Long Integer | 4 | Number of Employees |
| Acct_Company_Revenue | Currency | 8 | Total Company Revenue in 000's |
| Acct_Domestic_Locations | Long Integer | 4 | Number of Domestic Locations |
| Acct_Union | Yes/No | 1 | Flag to indicate whether this account has a union |
| Acct_Active | Yes/No | 1 | Flag to indicate whether this account is active or inactive |
| Acct_Notes | Text | 255 | Account Notes |

Fig 3

| Name | Type | Size | Description |
|---|---|---|---|
| Group_Code | Text | 20 | Group code maintained in the Group_Info table. |
| Acct_Code | Text | 20 | Account code maintained in the Acct_Info table. |

Fig 6

| Name | Type | Size | Description |
|---|---|---|---|
| Group_Code | Text | 20 | Code assigned to the group |
| Group_Name | Text | 50 | The name associated with the group code |
| Group_Description | Text | 255 | A description of the group |
| Sponsor_Code | Text | 20 | The code of the sponsor this group belongs to |

Fig 7

| Name | Type | Size | Description |
|---|---|---|---|
| Industry_Code | Text | 10 | Code assigned to the Industry (may be SIC) |
| Industry_Description | Text | 50 | The description associated with the code. |

Fig 8

| Name | Type | Size | Description |
|---|---|---|---|
| Job_Code | Text | 10 | The code assigned to the job |
| Job_Title | Text | 50 | The title associated with the job. This field may be used to match jobs. |
| Job_Description | Memo | - | A detailed description of the job. This field may also be used to match jobs. |
| Job_Requirements | Text | 255 | Additional job requirements needed to do the job (i.e. schooling, certifications, etc.) |
| Wage_or_Salary | Text | 1 | A one character flag indicating whether the wage/salary data for the specific job is in $/hour or $/year. |

Fig 9

| Name | Type | Size | Description |
|---|---|---|---|
| Links_Message_Number | Long Integer | 4 | Internally generated number. |
| Links_Message_Sort_Order | Text | 10 | The order to be used to display the Link Messages. |
| Links_Message_Text | Text | 255 | The actual message to display with the embedded web address to the specified site. |

Fig 10

| Name | Type | Size | Description |
|---|---|---|---|
| News_Message_Number | Long Integer | 4 | Internally generated number. |
| News_Message_DTTM | Date/Time | 8 | The date/time of the news message. |
| News_Message_Text | Text | 255 | The text of the news item. |
| News_Message_Exp_DTTM | Date/Time | 8 | The date/time this message should no longer display. |

Fig 11

| Name | Type | Size | Description |
|---|---|---|---|
| ID | Long Integer | 4 | Internally generated number. |
| Acct_ID | Text | 20 | The account code of the company running the report. |
| RG_DTTM | Date/Time | 8 | The date/time the report was run. |
| Job_Code_Selected | Text | 10 | The job code selected for reporting. |
| AC1_Selected | Text | 3 | The first Area Code selected. |
| AC2_Selected | Text | 3 | The second Area Code selected. |
| Industry_Selected | Text | 10 | The Industry selected. |
| Size_Selected | Text | 10 | The company size selected. |
| Group_Selected | Text | 20 | The group selected. |
| Annual_Growth_Rate_Selected | Text | 6 | The annual growth rate entered. |
| Data_Points_Found | Long Integer | 4 | The number of data points found for report generation. |

Fig 12

| Name | Type | Size | Description |
|---|---|---|---|
| Sponsor_Code | Text | 20 | The code associated with the sponsor. |
| Sponsor_Name | Text | 50 | The name of the sponsor. |
| Sponsor_Address1 | Text | 50 | Address #1 of the sponsor. |
| Sponsor_Address2 | Text | 50 | Address #2 of the sponsor. |
| Sponsor_City | Text | 50 | The sponsor's city. |
| Sponsor_State | Text | 2 | The sponsor's state. |
| Sponsor_Zip | Text | 10 | The sponsor's zip code. |
| Sponsor_Contact_Title | Text | 30 | The sponsor contact's title. |
| Sponsor_Contact | Text | 50 | The name of the sponsor contact. |
| Sponsor_Phone | Text | 20 | The sponsor's phone number. |
| Sponsor_FAX | Text | 20 | The sponsor's FAX number. |
| Sponsor_Email | Text | 50 | The sponsor's E-mail address. |
| Sponsor_Active_Flag | Yes/No | 1 | A flag indicating whether or not a sponsor is active or inactive. |
| Sponsor_Notes | Memo | - | Comments |

Fig 13

| Name | Type | Size | Description |
|---|---|---|---|
| Acct_ID | Text | 20 | The account ID. This id must be in the Acct_Info table. |
| Job_Code | Text | 10 | The job code for which there is wage/salary data. |
| Area_Code | Text | 3 | The area code of where this job is located. This area code may not necessarily be the Contributor's Area Code. |
| Acct_Job_Title | Text | 50 | The job title as entered by the contributor. |
| Job_Holders | Long Integer | 4 | The number of people in this specific job for this account in the specific area as specified by the area code. |
| Work_Week_Hours | Double | 8 | The number of hours in the work week for this job. |
| Job_Status | Text | 1 | F – Full Time P – Part Time |
| FLSA_Status | Yes/No | 1 | Whether the job is exempt or non-exempt. |
| wage_salary_range_min | Currency | 8 | The minimum wage/salary range for the job. |
| wage_salary_range_mid | Currency | 8 | The mid wage/salary range for the job. |
| wage_salary_range_max | Currency | 8 | The maximum wage/salary range for the job. |
| wage_avg_base | Currency | 8 | The average base wage/salary for the job. |
| wage_low_base | Currency | 8 | The low base wage/salary for the job. |
| wage_high_base | Currency | 8 | The high base wage/salary for the job. |
| avg_total_comp | Currency | 8 | The average total compensation for the job. |
| Date_Eff | Date/Time | 8 | The date the information was obtained. |

Fig 14

| Name | Type | Size | Description |
|---|---|---|---|
| Wage_Record | Long Integer | 4 | Internally generated number. |
| Acct_ID | Text | 20 | The account ID. This id must be in the Acct_Info table. |
| Job_Code | Text | 10 | The job code for which there is wage/salary data. |
| Area_Code | Text | 3 | The area code of where this job is located. This area code may not necessarily be the Contributor's Area Code. |
| Acct_Job_Title | Text | 50 | The job title as entered by the contributor. |
| Job_Holders | Long Integer | 4 | The number of people in this specific job for this account in the specific area as specified by the area code. |
| Work_Week_Hours | Double | 8 | The number of hours in the work week for this job. |
| Job_Status | Text | 1 | F – Full Time P – Part Time |
| FLSA_Status | Yes/No | 1 | Whether the job is exempt or non-exempt. |
| wage_salary_range_min | Currency | 8 | The minimum wage/salary range for the job. |
| wage_salary_range_mid | Currency | 8 | The mid wage/salary range for the job. |
| wage_salary_range_max | Currency | 8 | The maximum wage/salary range for the job. |
| wage_avg_base | Currency | 8 | The average base wage/salary for the job. |
| wage_low_base | Currency | 8 | The low base wage/salary for the job. |
| wage_high_base | Currency | 8 | The high base wage/salary for the job. |
| avg_total_comp | Currency | 8 | The average total compensation for the job. |
| Date_Eff | Date/Time | 8 | The date the information was obtained. |

Fig 15

| Name | Type | Size | Description |
|---|---|---|---|
| Acct_ID | Text | 20 | The account ID. This id must be in the Acct_Info table. |
| Job_Code | Text | 10 | The job code for which there is wage/salary data. |
| Area_Code | Text | 3 | The area code of where this job is located. This area code may not necessarily be the Contributor's Area Code. |
| Acct_Job_Title | Text | 50 | The job title as entered by the contributor. |
| Job_Holders | Long Integer | 4 | The number of people in this specific job for this account in the specific area as specified by the area code. |
| Work_Week_Hours | Double | 8 | The number of hours in the work week for this job. |
| Job_Status | Text | 1 | F – Full Time P – Part Time |
| FLSA_Status | Yes/No | 1 | Whether the job is exempt or non-exempt. |
| wage_salary_range_min | Currency | 8 | The minimum wage/salary range for the job. |
| wage_salary_range_mid | Currency | 8 | The mid wage/salary range for the job. |
| wage_salary_range_max | Currency | 8 | The maximum wage/salary range for the job. |
| wage_avg_base | Currency | 8 | The average base wage/salary for the job. |
| wage_low_base | Currency | 8 | The low base wage/salary for the job. |
| wage_high_base | Currency | 8 | The high base wage/salary for the job. |
| avg_total_comp | Currency | 8 | The average total compensation for the job. |
| Date_Eff | Date/Time | 8 | The date the information was obtained. |

Fig 16

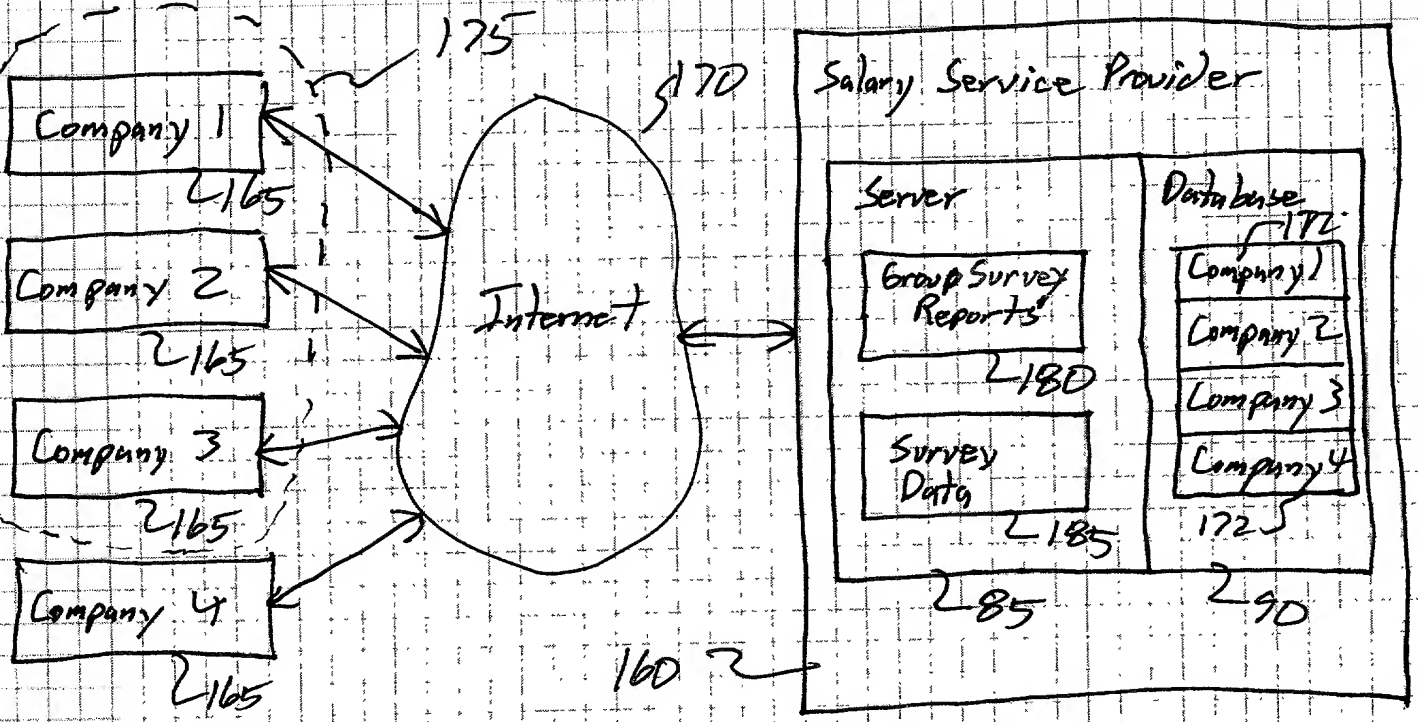

Company 1
Company 2
Company 3
Company 4
165
175
170
Internet
Salary Service Provider
Server
Group Survey Reports
180
Survey Data
185
285
Database
172
Company 1
Company 2
Company 3
Company 4
290
160

Fig 17

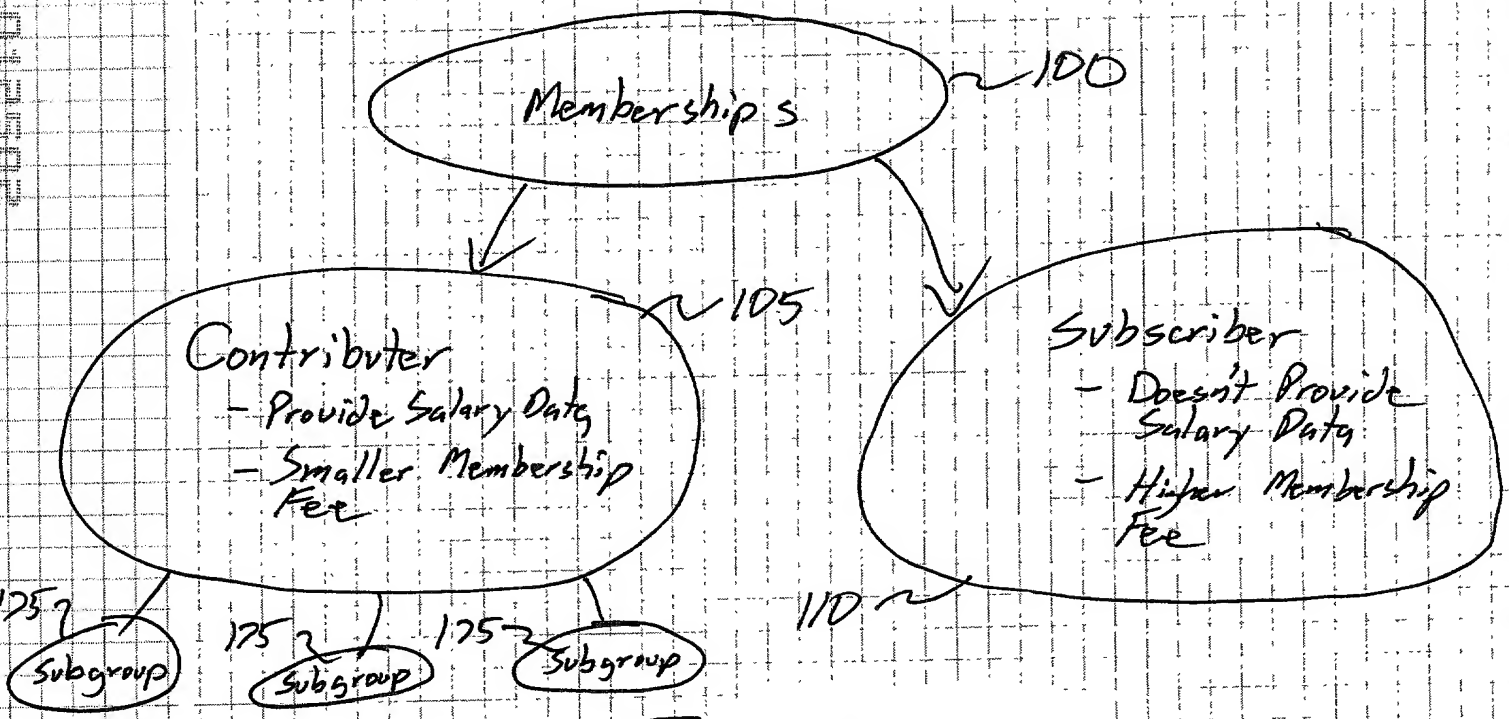

Memberships
100
Contributer
- Provide Salary Data
- Smaller Membership Fee
105
Subscriber
- Doesn't Provide Salary Data
- Higher Membership Fee
110
Subgroup
Subgroup
Subgroup
175
175
175

Fig 18

**Salary Report**

| | |
|---|---|
| *Job Code:* | **C215** |
| *Job Title:* | **Payroll Clerk** |
| *Job Summary:* | Processes payroll time sheets to ensure accurate payroll calculations and compliance with company payroll policies. Applies appropriate tax rates. Prepares special reports. |
| *Job Requirements:* | High School plus 2 years of related experience. |

**Profile of Sample**

| | | | | | |
|---|---|---|---|---|---|
| *Area Codes:* | **516-212** | *Industry:* | **Banking** | *Avg Company Size:* | **2,423** |
| *Records Matching:* | **53** | *Number/ Exempt:* | **0** | *Number/ Non-Exempt:* | 165 |
| *Avg. Hrs/Week:* | **38.45** | *Total Incumbents:* | **165** | | |

**Processed Wage/Salary Information: (Per Hour)**

| | | | | | |
|---|---|---|---|---|---|
| *Avg Base Wage:* | **$14.77** | *Avg Range Minimum:* | **$11.10** | *Avg Total Compensation:* | **$14.81** |
| *25th Pctl:* | **$13.24** | *Avg Range Midpoint:* | **$14.25** | *25th Pctl:* | **$13.36** |
| *50th Pctl:* | **$14.69** | *Avg Range Maximum:* | **$16.87** | *50th Pctl:* | **$14.83** |
| *75th Pctl:* | **$15.88** | *Avg Range Spread:* | **51.98%** | *75th Pctl:* | **$15.96** |
| *Std Dev:* | **$0.81** | | | | |

Fig 19

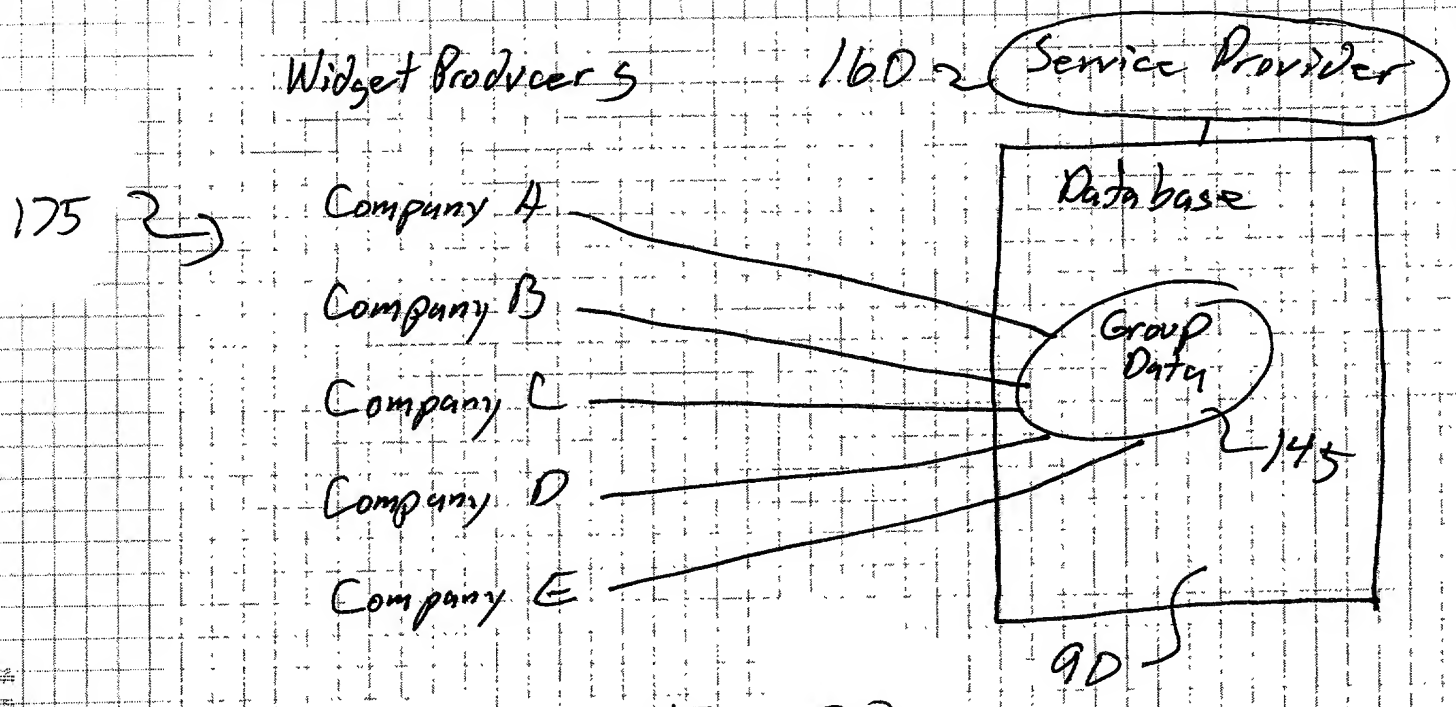

Widget Producers
160
Service Provider
175
Company A
Company B
Company C
Company D
Company E
Database
Group Data
145
90

Fig 20

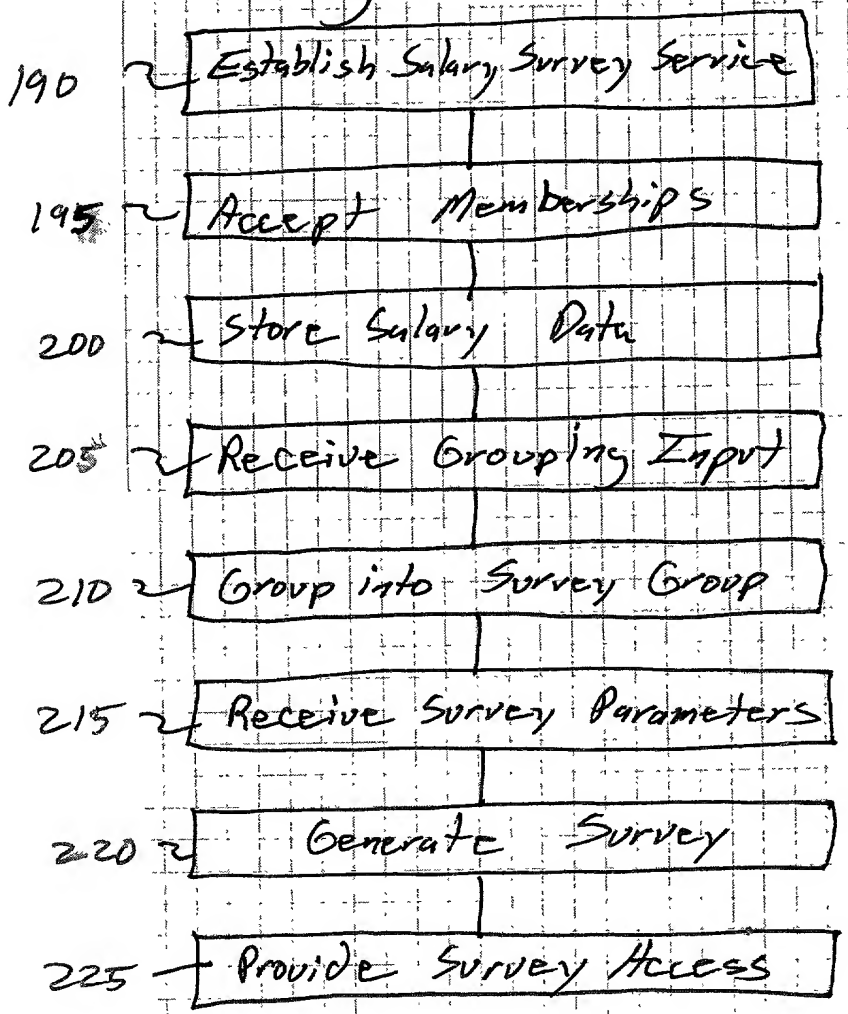

190
Establish Salary Survey Service
195
Accept Memberships
200
Store Salary Data
205
Receive Grouping Input
210
Group into Survey Group
215
Receive Survey Parameters
220
Generate Survey
225
Provide Survey Access

Fig 21